



Julianna Fjeld

## Theater needs to regain status, says Fjeld

Gallaudet theater needs a "major facelift" to regain its status as a leader in the entertainment field, Emmy Award-winning actress and producer Julianna Fjeld told a Gallaudet audience at an Alumni Lecture Series presentation Dec. 4 in Elstad Auditorium.

Fjeld, a Gallaudet alumnus who is perhaps best known for producing the acclaimed Hallmark Hall of Fame television classic "Love is Never Silent," gave an impassioned plea for the theater to "challenge itself" and get the "new blood" necessary to make the theater as dynamic as it was in the early 1970s when theatrical giants like Gil Eastman, Bernard Bragg, and David Hays brought it to prominence, and offshoots like the National Theatre of the Deaf were formed.

Calling theater "the most powerful vehicle in the entertainment field," Fjeld implored those involved in the medium at the University to "explore new vision and new spirit."

"I am screaming to have the leadership from Gallaudet theater once again," she said. "I'm not saying Gallaudet theater is dead, but . . . it's obvious that Gallaudet theater is going through an invisible drain in creativity."

Fjeld said that in recent years she has noticed that the number of Gallaudet people in the entertainment industry has lessened. "So I've questioned: 'Is Gallaudet theater lacking?'"

Productions such as "Children of a Lesser God" and "Love is Never Silent" were encouraging, Fjeld said, "but they are not enough. Things won't improve without Gallaudet's vital leadership. In order to pursue art and to gain respect once again, we need to challenge ourselves and our audiences."

continued on page 2

## Budget must be tightened to fund salary increases

The official word is already out: Gallaudet University has received a federal appropriation of \$67,643 from the federal government for Fiscal Year 1990; all eligible employees will receive a 5 percent across-the-board general pay increase; faculty salaries will be brought up to area averages; and staff will be eligible for increases averaging 3 percent—exempt retroactive to Oct. 1 and non-exempt on their anniversary dates.

The federal funding includes \$986,000 in matching funds for Gallaudet's endowment. Gallaudet's total budget for FY 90 (which began Oct. 1, 1989) is about \$84 million, not including some anticipated grants and contracts.

Employees will see the 5 percent increase in their Jan. 23 paychecks, retroactive to Oct. 1, and exempt staff merit increases (which can be between 0 and 6 percent) will show up in the following paycheck. Eligible employees include full- and part-time staff, including extended temporary employees, and all full-time faculty. Employees over the maximum of their salary ranges will have the increase reduced by one percent for each five percent or portion their salary is above the maximum. Union staff increases will be negotiated by contract.

One change in the merit program this year is that staff merit increases will have to come from within each division's budget. Last year, half of the merit increases were funded from the central pool. Faculty promotions and merit pay will continue to be funded from the central pool.

But that's not the end of the story, considering some additional facts: Although this fiscal year's federal appropriation was about \$1.6 million more than what Gallaudet received the

previous year, it is still about \$1 million less than what Gallaudet asked for, because of a 1.4 percent across-the-board budget reduction. And funding the compensation increases and new programs in clinical psychology, social work, and education of the hearing impaired will cost nearly \$4 million, almost \$2½ million more than the increase Gallaudet will receive from the federal government.

Where will this additional money come from, and what will Gallaudet have to do in the future to maintain a balanced budget and still be able to fund equitable salary increases?

According to Paul Kelly, vice president for Administration and Business, the University is taking several steps, including narrowing the gap between budgeted and projected income and reducing positions at the University 2 percent each year for the next five years.

"I think we're in a position where we can predict that our budget will increase about 2 percent a year," said Kelly, "barring some unforeseen circumstances. A 2 percent increase is an indication that we have to search for other sources of income and ways to cut our expenses."

Some of the money needed to fund this year's compensation program will come from the recent reorganization announced by President King Jordan last summer. The reorganization, which included a reduction in vice presidential and some support staff positions, will generate a savings of about \$600,000. Additional income will come from tuition, room, and board increases.

But a third and major way that the University is funding the increases and new programs is by narrowing the gap between the money that is budgeted and the money that the University

takes in, which means that fewer back-up funds will be available at the end of the fiscal year.

Kelly explained that there is always a gap between the dollars that are budgeted for nonfederal revenue and how much comes in. Usually, more comes in than what is budgeted for.

"This year, we've budgeted more revenue, so we've narrowed the gap between what's budgeted and the revenue brought in," said Kelly. "That is the reason for the emphasis of units living within their budgets. That gap isn't there to bail them out." No large amount of funds will remain at year's end, Kelly said, funds that in the past were used for things such as renovation projects or computer purchases.

Although the University's budget philosophy has always been that units should live within their budgets, "it's going to be a little more important for them to do it now," Kelly said.

Narrowing the gap will limit Gallaudet's budget flexibility, said Kelly. "But it's important to remember that President Jordan's high priority was to bring Gallaudet in line with universities in the area related to compensation," he said.

The 2 percent reduction in positions is intended to accomplish two things, said Kelly. One is to resolve the extended temporary problem. The second is to reduce costs. "If you have less people, your costs go down, and that will provide a compensation increase for everyone else," he said.

Gallaudet now has 1,450 full-time permanent and extended temporary positions, said Kelly. At the end of five years, he hopes that Gallaudet will have 1,310 employees, 140 less than today. "A year from now, 30 slots could be eliminated," he said.

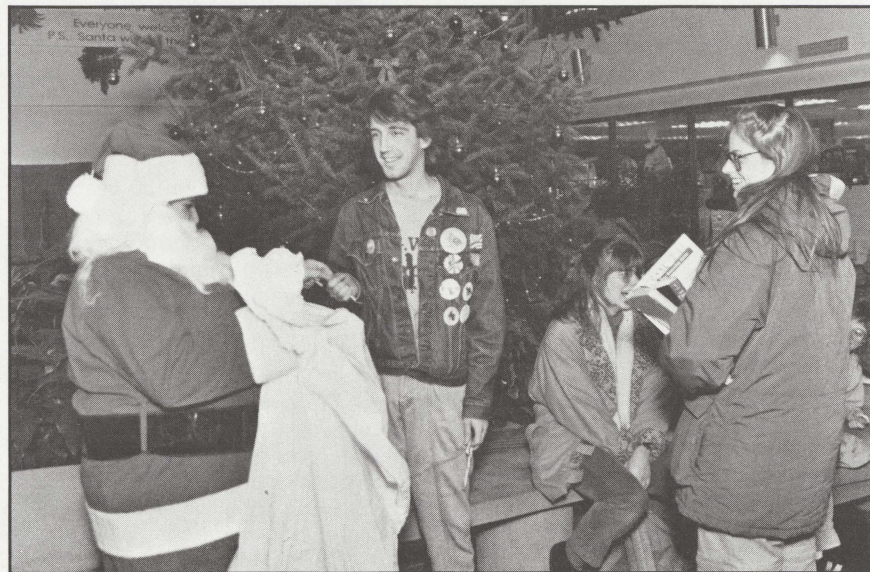
Kelly emphasized that employees, both permanent and extended temporary, probably do not need to worry about reductions in force (RIFs). "My experience is that if you have large enough numbers, you are going to have some amount of turnover and retirements that will give you an opportunity to meet those goals," he said.

As employees voluntarily leave Gallaudet or retire, their positions will be evaluated to determine if their slot must be filled. The position could be eliminated, or it could be changed to create a permanent position for an extended temporary employee.

The cuts in positions will probably not affect faculty. "We consider the size of the faculty to be justifiable and appropriate," he said.

Will employees have to do more work with fewer people? "I really don't think most people will see the effect of the 2 percent reduction in their day-to-day workload," Kelly said. He noted

continued on page 2



Santa Claus passes out treats to people in Ely Center in front of the Christmas tree that President Jordan lit on Dec. 4. The holiday Open House at the President's Residence will take place on Tuesday, Dec. 12, from 3:30-5 p.m.



## Fjeld gives alumni lecture

continued from page 1

She offered a number of suggestions for infusing the department with new vitality. One way, she said, would be to revive some of the classic plays. "That way, you can pick up the fading stimulus once again before developing new ideas." Other ways, she said, would be for the department to develop new courses in playwriting and for those who want to teach creative drama, and to network with other entertainment areas on campus, such as the Gallaudet Dance Company and MSSD's Performing Arts Program. One of the most important avenues to pursue, she added, is the development of an aggressive public relations campaign.

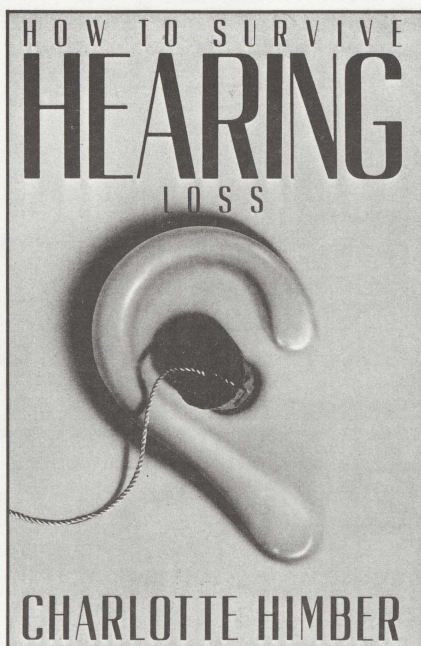
In response to a comment from someone in the audience that lack of funding may be a problem with the theater, Fjeld said that the department "must use creativity and spirit," pointing to the fact that Eastman developed the theater with almost no money. "Find other ways than depending on the government. Focus on yourselves."

## Positions to be cut by 2 percent

continued from page 1

that President Jordan recently made the statement that "if we're asking people to do more work, we will be compensating them accordingly" through reclassification or promotion.

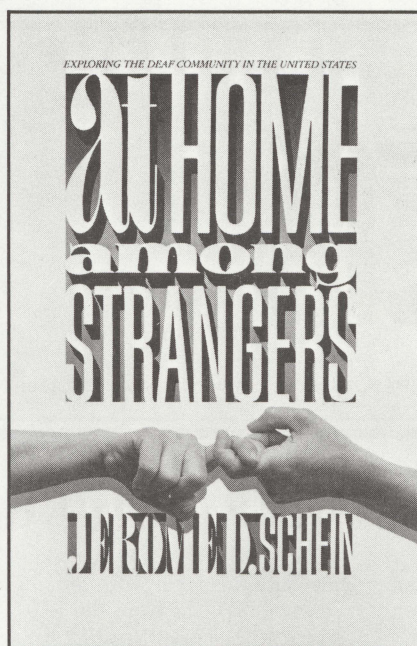
Private fundraising will continue to be a priority at the University, said Kelly. One effect of the recent reorganization was to give the vice president for development and public relations, so that more time can be spent on fundraising.



## Two new Press books discuss hearing loss and deaf community

An elderly woman's personal account of her reluctant acceptance of hearing loss, and an intimate, in-depth look into deaf culture by one of America's preeminent scholars in deaf studies are the topics of the Gallaudet University Press' two latest books.

In *How To Survive Hearing Loss*, published in mid-November, author Charlotte Himber tells of how for more than six years she denied her presbycusis (hearing loss associated with aging) resulting in numerous embarrassing episodes at home, at work, and in society in general. Himber shares her feelings about how she came to accept her condition and the adjustments needed, and provides a wealth of information for others who may find themselves in a similar situation, or know someone who is.



Himber's encounter with hearing loss is far from unique. Of the more than 20 million Americans who have hearing loss, 40 percent are over age 60. Her denial of hearing loss is also not unusual, since the average amount of time it takes for people to accept presbycusis is seven years.

For example, Himber's "hidden handicap" as she called it, caused her to show up at the wrong restaurants, miss people's names, cause problems in group meetings in her former position as editor of the YMCA's magazine *The Circulator*, and to be unable to communicate on the telephone.

*How To Survive Hearing Loss* is written in narrative form but contains much useful information, including a listing of different types of hearing aids and assistive devices, workshops available on coping with hearing loss, practical suggestions for better communication, answers to frequently asked questions about hearing loss, and available resources.

"Somebody who is losing their hearing or who knows someone who is could profit enormously from reading this book," said Gallaudet Press Marketing Specialist Daniel Wallace, who said that the book is available coast-to-coast in B. Dalton and Waldenbook bookstores, and at the Gallaudet Bookstore.

*At Home Among Strangers*, was written by Jerome Schein, Ph.D., professor emeritus of sensory rehabilitation at New York University, and recipient of the David Peikoff Chair of Deafness Studies at the University of Alberta and the Powrie V. Doctor Chair of Deaf Studies from Gallaudet University in 1986.

Schein, who has spent 30 years studying and living in the deaf community, writes of the history of the deaf community, its structure, and its future. The title of the book comes from two different accounts of deaf people separated by decades who experienced almost identical feelings when first introduced to groups of other deaf people: immediate warmth, friendship, and acceptance, even though they were, in fact, among strangers.

"This is the definitive work on the deaf community in the United States," Wallace said of the book, which was published earlier this fall and can be found in the Gallaudet Bookstore.

## Classified Ads

**CLASSIFIED ADS** are printed free as a service to Gallaudet faculty and staff. They must be submitted in writing only to *On the Green*, MSSD, Room G-37. Ads may be run for a maximum of two weeks, if requested and if space permits. The deadline for submitting advertisements is Friday, 10 days before the desired publication. Ads received by Friday, Dec. 15, will appear in the Jan. 8 issue. Because of the Winter Break, *On the Green* will not be published Dec. 25 or Jan. 1.

**WANTED:** Housing for Gallaudet's international students while the dorms are closed from Dec. 19-Jan. 9. Contact the International Student Office, Ely Center, Room 124, or x5256.

**FOR SALE:** Solid pine bookcase, 6'x4', \$100; 29 gal. aquarium, \$50; exercise bike, like new, w/manual, \$40. Call Rosemary, x5115.

**FOR SALE:** '86 Ford Escort, exc. cond., \$5,500/BO. Call Kayla, x5096 or (301) 604-0414 (V) eves.

**FOR SALE:** 4 225x15 SBR tires on 5-lug GMC truck rims. Call x5172.

**FOR SALE:** '86 Ford Mustang LX w/red exterior/interior; 4 speed; 4 cylinder; cruise control; power steering, brakes, locks; AM/FM stereo; new tires, clutch, carburetor, muffler, brakes; will pass safety and emissions inspections in Md./Va./D.C.; \$3,900/neg. Call Chuck, x5415 or x5416, 1-9 p.m. M-F, or 474-4320 (V/TDD).

**WANTED:** Responsible nonsmoking female to share 4-BR house in Silver Spring, Md., private BR, must have own trans., avail. immediately, \$225/mo. inc. util. Call 236-4736 (TDD) after 5 p.m.

**WANTED:** 2 nonsmoking professionals or grad. students to share contemporary townhouse in Silver Spring, Md., free shuttle to Metro, excellent and very convenient location, avail. Jan. Call Murray, x5165 (TDD) or 547-5081 (TDD) eves.

**WANTED:** Nonsmoking female professional or grad. student to share apt. in Georgetown, avail Jan. Call BBB, x5096 (TDD) or Anjali, 337-5998 (TDD) eves.

**FOR SALE:** Canon Model NP 2015 copier w/sorter, 3 yrs. old, perfect for light-duty use, \$300. Call Foreign Language Dept., x5560.

**FOR SALE:** Tickets for Gallaudet Workout and toning classes, \$2/each. Call Nancy, x5671 or x5653.

**WANTED:** Faculty, staff, or grad. student to share large, comfortable house walking distance from Gallaudet, avail. immediately, \$300/mo. inc. util. Call x5080.

**FOR RENT:** 2-BR house in Silver Spring, Md., w/den, 1 full and 2 half baths, patio, nice fenced backyard, avail. Jan. or Feb., \$850/mo. plus util. Call Coletta, 780-8722 (TDD) eves.

**FOR RENT:** 2-BR furn. house w/small office on Capitol Hill, 1 1/2 baths, eat-in kitchen, finished basement, patio, attractive backyard, W/D, parking space, radiator heat, window ACs, 1/2 block from bus, 3/4 mi. from Metro, no pets, nonsmokers only, avail. Jan. 1990 for 1 yr., \$1,200/mo. neg. depending on deposit and ref. Call John or Phillis Claassen, 767-2793 (V) days or 544-6550 (V) eves.

## Job Openings

**Some of the advertised positions may already be filled.** The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

**GUIDANCE COUNSELOR:** MSSD  
**TEACHER'S AIDE:** Child Development Center  
**CAMPUS POLICE OFFICER:** Department of Safety and Security  
**INSTRUCTOR, FRENCH AND SPANISH:** Department of Foreign Languages and Literatures  
**INSTRUCTOR, SIGNING EXACT ENGLISH:** Department of Sign Communication  
**FACULTY POSITION:** English Department

December 11, 1989

## Announcements

MSSD needs a host family for a male American Field Service student from New Zealand for weekends and holidays from January 1990 through January 1991. For more information, call Judy Shore or Will Verbits at x5375, or Verbits in the evening at 537-3050 (V/TDD).



Published each Monday for the staff and faculty of Gallaudet University by the Department of Publications and Production.

### Editor

Vickie Walter

### Editorial Staff

Todd Byrd

Lynne McConnell

### Photography Staff

Chun Louie

Kelly Butterworth

Joan Kaminski

### Typesetting

Julius Donovan



Gallaudet University is an equal opportunity employer/educational institution and does not discriminate on the basis of race, color, sex, national origin, religion, age, disability, or veteran status in employment or admission to its programs and activities.

The Personnel Office's Temporary Secretarial Service will send six new members on work assignments beginning Dec. 18: Laurette Barnes, Jeanie Britt, Tonya Cooper, Wayne Moore, Thea Waller, and Vickie Whetstone. The cost for secretarial services from this pool is \$9 per hour. Offices in need of temporary secretarial help should call Barbara Williams at x5350.

The District of Columbia Association of Deaf Citizens (DCADC) will hold a seminar at Gallaudet this Friday, Dec. 15, at 2:30 p.m. in "Ole Jim" entitled "An Investment in Excellence Through Sight and Sound." The seminar, which will be led by Peggy Casey, director of the Pacific Institute of Seattle, Wash., will include a lecture, captioned videotapes, and professional signers. For more information, call DCADC at 362-1999 (V) or 966-2031 (TDD).

Travel Department, Inc., Gallaudet's travel agency for all official travel, can now send and receive electronic mail. Send E-Mail requests for fare and itinerary information to TRAVEL, including desired departure and return dates and times, and local airport choice. Comments on this new service can be sent to TRAVEL or DAKIRBY in the Purchasing Department.